

Equality Impact Assessment Results Summary

The Equality Act Specific Duties (Scotland) (2012) Act requires that, for each decision made, public bodies must assess the equalities impact in relation to the public sector equality duty and publish the results.

Our College applies an Equality Impact Assessment to each strategy, policy and procedure produced. To help demonstrate our compliance with the specific duty to assess equalities impact and publish the result, this summary document contains the results of each of the EqIAs we have undertaken. EqIAs are completed in relation to all protected characteristics, and with regard to the additional considerations of Gender Based Violence, Human Rights, Care Experience, Carers, Armed Services Veterans, Mental Health considerations and Socio-economic status. For a copy of the full EqIA document, please contact Sue Livermore, Equality and Diversity officer, on livermores@dumgal.ac.uk.

Strategies

Document	Summary of results
Ambition 2025	<p>All aims of the strategy, in their widest application, support equality of opportunity and attempt to reduce discrimination for all protected characteristics, but particularly those to nurture aspiration, ambition and achievement, and to enable equity of access and social mobility. The remaining three aims, through creation of a flourishing and prosperous community, will foster good relations.</p> <p>Within the supporting strategies, the key aims which support eliminating discrimination, harassment and victimisation while also promoting equality of opportunity or establishing good relations are:</p> <ol style="list-style-type: none">1) Student Experience Provide equitable access to high quality teaching, support and progression opportunities – the provision of support and emphasis on progression will benefit all groups Provide personalised learning pathways through a tertiary and professional educational offer – personalisation enables the College to provide tailored support which benefits all groups as it is reactive to need Widen access for all and provide equality of opportunity2) People and Culture Nurture, support and develop our talent to support continuous learning and professional updating Increase ownership and accountability across our workforce3) Growth and Innovation Be agile and responsive to our communities Grow our regional, national and international partnership working

4) Finance and performance

Enable the highest College performance levels – good to outstanding by 2025

Be streamlined through data driven innovation to drive business improvement

5) Systems and infrastructure

Integrate and harmonise college systems to meet our customers' needs

Provide an exceptional experiential learning and social environment to support high quality learning

Model innovative workplace practices with a focus on increasing our customer reach and satisfaction

Provide a modern estate which is flexible, adaptive and meets the needs of our current and future users

Optimise our ways of working through the use of digital technologies

Within the Key Performance Indicators, the following are likely to have a positive impact:

2) Open and connected – the aim to include all students wherever and whoever they are should mean that people from minority groups across the protected characteristics can save income and travel time, two of the key disadvantages identified through our regional community survey as barriers for all PCs, and still access learning.

3) Tackling poverty – poverty is accepted as a key common denominator in the experience of people across the protected characteristics, so actions to address this should be a positive impact for all groups.

4) Resilient communities – includes our work with the partnership regional Diversity Working group, which has members from across all protected characteristics groups and is a positive impact.

5) Growing up loved, safe and respected takes account of the different needs and experiences of people across all protected characteristics, so despite its connection to age, the effects should continue throughout later life and provides positives for all groups.

10) Creative and diverse cultures – encompasses people and communities from right across all protected characteristics, identifying these as valuable and ensuring positive outcomes.

11) Respecting, protecting Human Rights – is intrinsically linked to fair treatment for all protected characteristics. A focus on these will provide positive outcomes across all groups.

<p>Finance and Performance Strategy</p>	<p>This high level Strategy provides positive impacts across all protected characteristics and additional considerations. Financial sustainability and business expansion for the College supports the right of people across our community to exercise their human rights to education and, as a consequence, employment.</p> <p>Under aim 2: Investment/business case model development will be subject to tiered Equality Impact Assessment through the structure applied by the Transformation 2 project programme. This means all aspects of the model will be subject to scrutiny to ensure no inherent discrimination is evident, that the model encourages equality of opportunity, and that it promotes good relations between groups across all protected characteristics.</p> <p>Under aim 4: accurate and simplified data collection and presentation is a key factor in tracking equality of opportunity and eliminating unconscious bias across all protected characteristics. Rooting out 'invisible' discriminatory practices is only possible using reliable trend data and drill down capability. This aim should ensure that we more effectively meet all three aspects of the equality duty across all protected characteristics.</p>
<p>Growth and innovation Strategy</p>	<p>This high level Strategy provides positive impacts across all protected characteristics and additional considerations, with particular positives relating to disability and mental health.</p> <p>Collaboration and partnership working locally (Aim 1) should ensure that people from across all strands of our community are catered for in our provision, which should reduce discrimination, increase equality of opportunity through tailored approaches and therefore promote good relations. The aim to promote entrepreneurship (Aim 3) should enable people from across the protected characteristics to find individual routes to financial independence that is not reliant on working for organisations, which are still statistically showing underperformance in recruitment of some groups. Local businesses started and run by people from minority groups should benefit the whole community through diverse provision and thorough understanding of community needs. If this aim is successful, it should lead to improved equality of opportunity and promote good relations across all protected characteristics.</p> <p>The aim to grow regional, national and international partnership working (Aim 5) should enable the College to develop a good understanding of diverse partner agencies requirements, which in turn is likely to include a spectrum of people from across the protected characteristics. In an area with a very traditional population profile, this partnership working give an opportunity to broaden horizons and involve a more diverse group in our plans and achievements. This should reduce discrimination, increase equality of opportunity and promote good relations across all protected characteristics.</p>

People and Culture Strategy

All aims of the strategy, in their widest application, support equality of opportunity and attempt to reduce discrimination for all protected characteristics. Through creation of a flourishing and prosperous community, the strategy will foster good relations.

The key aims which support eliminating discrimination, harassment and victimisation while also promoting equality of opportunity or establishing good relations are:

- Nurture, support and develop our talent to support continuous learning and professional updating
- Increase ownership and accountability across our workforce

The key performance indicators which support these are:

- Resilient Communities
- Creative and Diverse Cultures
- Respecting and protecting Human Rights

The objective to utilise the Equality and Diversity Framework to secure improvement in College culture and practice includes planning, monitoring and reporting on activity for the progression of good practice relating to all protected characteristics and should ensure a powerful positive impact for them all.

The objective to establish effective succession planning systems affords the opportunity to build in safeguards against unconscious bias, and will be monitored each year which will allow for the discovery of any discriminatory processes.

The objectives to have our people collaborate to create a culture that nurtures their Health and Wellbeing and to promote equality and diversity for all staff and students should have wide-ranging positive impacts across all protected characteristics.

<p>Student Experience Strategy</p>	<p>All aims of the strategy, in their widest application, support equality of opportunity and attempt to reduce discrimination for all protected characteristics, but particularly those to nurture aspiration, ambition and achievement, and to enable equity of access and social mobility. The remaining three aims, through creation of a flourishing and prosperous community, will foster good relations.</p> <p>The key statements which support eliminating discrimination, harassment and victimisation while also promoting equality of opportunity or establishing good relations are:</p> <p>The emphasis on co-creation should ensure that a diverse range of voices contribute to the curriculum, reflecting the diversity of the student population effectively.</p> <p>Enabling equity of access should ensure that students from across all the characteristics have their need taken into account.</p>
<p>Systems and Infrastructure Strategy</p>	<p>For all protected characteristics, the objective to redesign College spaces should provide a positive impact as the views and inputs from students and staff to these projects will help shape campuses which better cater for individual needs, such as quiet spaces and social spaces.</p> <p>The objective to provide data more readily and tailored to our reporting needs should have a positive impact, in that statistics for all protected characteristics are used to underpin our annual Equality and Diversity Plan, and to shape the PSED Equality Outcomes which we use on a four yearly cycle to direct work which should benefit people from across the minority groups within the protected characteristics.</p>
<p>Regional Outcome Agreement 2020/21</p>	<p>Impacts are positive across the full range of protected characteristics, additional considerations and human rights issues for this high level agreement. Supporting strategies and projects have been individually impact assessed, and care will be taken to impact assess emerging policies, procedures and projects to ensure that any barriers to student or staff progression based on profile or background are addressed as far as possible. Our Equality Outcomes 2021-25 and supporting annual Equality and Diversity Plan are embedded within the agreement. A Strategic Map to illustrate the mainstreaming of equality issues throughout Ambition 2025 Strategy, which supports this agreement, is attached as Appendix 1, and the links through this map to our Equality Outcomes are illustrated in Appendix 2.</p>

Policies

Document	Summary of results
Admissions Policy	Impacts are positive for all protected characteristics for this policy, particularly in relation to avoiding discrimination and the treatment of applicants on the grounds of disability, race and sex.
Adverse Weather Policy	For the majority of protected characteristics and additional considerations, impacts should be neutral as there is no obvious difference in requirement for attendance during adverse weather conditions. However, the commitment to consider all requests sympathetically should ensure a positive impact in terms of gender (caring responsibilities), pregnancy/maternity, disability, carers and socio-economic status as these elements will be taken into account when making a decision.
Anti-Fraud and Corruption Policy	Impacts are positive for all protected characteristics for this policy.
Anti-Bullying Policy	Impacts are positive for all protected characteristics for this policy, particularly in relation to harassment and the commitment to address bullying at an early stage before it escalates. In particular, there is a provision for behavioural issues related to disability to ensure that this does not disadvantage people from this group disproportionately.
Assessment Policy	The policy contains a range of checks and balances which ensure there is a neutral impact across all protected characteristics and additional considerations. There are safeguards in the policy which ensure that people with the protected characteristics of disability, gender reassignment and gender/pregnancy /maternity are not negatively impacted.
CCTV Policy	Impacts are positive across all of the protected characteristics for this procedure due to the additional safety afforded against bullying and harassment provided by the system. The requirement to comply with the Data Protection Act and provisions for authorised use of covert cameras will ensure that the Human Right to privacy is maintained.

Document	Summary of results
Copyright Policy	Impacts are positive for all protected characteristics for this policy, in particular in relation to permission requirements for publishing personal material and photographs
Data Protection Policy	Impacts are positive the majority of protected characteristics for this procedure. The policy should encourage people to share their protected characteristic information, ensure that the sensitive information we collect in order to root out indirect discrimination and monitor equalities progress is safely stored and appropriately used so that individuals are not impacted.
Equality and Diversity Policy	The policy is inherently positive for all protected characteristics in that it is structured to match the requirements of the Equality Act 2010, the General Equality Duty and Specific Duties (Scotland) on public sector agencies. The emphasis on fair treatment and avoidance of discrimination, whilst not designed to protect people from within the additional considerations, is likely to positively impact on these groups as it will foster consideration for people who are disadvantaged and encourage good relations.
Essential Skills Policy	Impacts are positive across the protected characteristics through the strategic aims to provide access to education and training at all levels and to enable people to build independence and confidence in a supportive environment.
Financial Regulations Policy	This policy should have a positive impact across all protected characteristics and additional consideration groups, due to the assurance provided by its links to the Whistleblowing Policy and Code of Conduct and its very clear instructions on all aspects of financial activity. Individuals are left in no doubt as to the validity of their own activities relating to finance and the College.
Health and Safety Policy	This policy is likely to have positive impacts for disability, pregnancy and all of the additional considerations groups. All other impacts are neutral.
Home Working Policy	The option to work from home should have a positive impact for the majority of protected characteristics and additional considerations, and neutral impacts for marriage/civil partnership, race and care experience.

Document	Summary of results
ICT Acceptable Use Policy	Impacts are positive across all of the protected characteristics for this policy as it will discourage online bullying and harassment or other inappropriate use which might create an intimidating culture within the college. This applies less clearly to the additional considerations, although impacts should still be mildly positive as people from the groups listed can find themselves marginalised and excluded, which the policy should help to discourage. The Human Right to privacy and family life is protected through restricted use of monitoring and data protection measures built into the policy.
ICT Security Policy	Impacts are positive across all of the protected characteristics for this policy as it will embed information security further into our College culture. Privacy is a key element in ensuring trust is maintained between people from minority groups across all protected characteristics and additional considerations. The Human Right to privacy and family life is protected through data protection measures built into the policy.
Learner Behaviour Policy	Impacts are positive across the full range of protected characteristics, with particular advantages identified related to caring responsibilities, pregnancy/maternity and disability.
Marketing Policy	Impacts are positive across the full range of protected characteristics and human rights issues for this policy, as equality and diversity is a core element of the implementation, and as communication is a key means of consultation with people from across all groups.
Organisational Change Policy and Procedure	The commitment to consistent and continuing EIA of decision and design within the procedure should ensure that there are no negative impacts for people across the protected characteristics or additional considerations. EIAs for Redeployment and Redundancy Policies have also been initiated which contain more detail on the effects of these two options, both of which can be the result of organisational change reviews.
Payment of Fees Policy and Procedure	Potential negative impacts across some protected characteristics and additional considerations groups related to direct and indirect links with socioeconomic status are mitigated and managed by the availability of funding support from SAAS and SFC. Decision on which students may access these sources of funding are made by these organisations, therefore production of an EIA on accessibility of these support funds lies with these awarding bodies. Mitigation relating to interruption of study related to the protected characteristics or additional considerations is covered by the listed exceptions in the procedure.

Document	Summary of results
Public Interest Disclosure Policy	Impacts are positive for all protected characteristics for this policy, with particular positives relating to religion or belief.
Recognition of Prior Learning Policy	Impacts are neutral across the majority of protected characteristics, however there are particular positives identified related to age and to race.
Redeployment Policy	As the ultimate aim of this policy is to prevent redundancy or loss of staff through capability issues, it should provide positive impacts for people across all protected characteristics and additional considerations. There is a particular positive for people with conditions presenting escalating disabilities, either physical or related to mental health, as the policy provides a route to find appropriate alternative employment for the individual.
Remote Working Policy	The option to work from home should have a positive impact for all protected characteristics and additional considerations except marriage/civil partnership, race and care experience. The potential negative impacts in relation to disability, race, care experience and socio-economic status related to the acquisition of insurance and fire safety provisions for the home environment are mitigated by the need to ensure the safety of the individual as they undertake work for the College.
Retention and Learner Attainment Policy	This policy is positive for all protected characteristics due to the provision of support, identification of difficulties well in advance and equality impact assessment of entry requirements. In particular, candidates with disabilities will be afforded reasonable adjustments in relation to hearing, reading and speaking where necessary.
Risk Assessment Policy	This policy is likely to have no impact on the majority of protected characteristics and additional considerations, in relation to any aspect of the three duties. However, there is a potential positive impact in relation to disability in tailoring assessments to ensure safety applies to all staff and students, regardless of mental or physical health and ability issues.
Risk Management Policy	This policy is likely to be positive for all protected characteristics and additional considerations as equality and inclusiveness issues are inextricably linked with reputation and legislative compliance, both of which are directly managed by this policy.

Document	Summary of results
Safeguarding children, young people and adults at risk policy	Impacts are positive across all protected characteristics, as people from minority groups in each category can be at greater risk due to isolation.
Student Funding Absence Policy	Impacts are positive across the majority of protected characteristics, particularly relating to disability, gender reassignment and pregnancy/maternity.
TOIL and Travel Time Policy	The small fragments of time covered by the TOIL and travel time policy suggest that it is likely to have a neutral effect on all protected characteristics and additional considerations. Positive effects would only be felt when we progress to the wider policies covering home working, remote working or more firmly committed and enforced periods of annual or special leave. The safeguards for authorisation built in do not present a negative impact, and should ensure that all employees can enjoy a predictable and planned working schedule without sudden or unexpected changes to accommodate periods of longer leave.
Travel Expenses Policy	This policy should have a neutral impact across the majority of protected characteristics. However, disability and all additional considerations groups will experience a positive effect due to the recognition that adjustments or low income are addressed by the policy.

Procedures

Document	Summary of results
Admissions: International Overseas Applicants Procedure	This procedure should have a neutral impact across all protected characteristics and additional considerations. There is some difference in treatment of applicants in relation to their race (language and nationality) but these lie with the legislation and will therefore have been impact assessed at a higher decision level.
Admissions Procedure	Impacts are positive for all protected characteristics for this policy, particularly in relation to avoiding discrimination and the treatment of applicants on the grounds of disability, race and sex.
Anti-Bullying Procedure	Impacts are positive for all protected characteristics for this policy, particularly in relation to harassment, the option to report bullying in writing and the commitment to address bullying at an early stage before it escalates.
Approval to Offer Specific Awards Procedure	Impacts are neutral across the protected characteristics for this procedure.
Assessment Appeals Procedure	Impacts are positive across all protected characteristics and additional considerations, as the appeals system itself ensures that unconscious bias is challenged. This directly attempts to remove the risk of discrimination, which in turn will ensure quality of opportunity and, through a clear and transparent process, promote good relations.
Assessment Arrangements for Students with Additional Needs Procedure	Impacts are neutral for this procedure for all characteristics and considerations except disability and mental health, which should benefit from a positive impact, as allowances are being made to give students with disabilities or mental health issues equal opportunity to perform at their best in assessment.

Document	Summary of results
Assessment of PPE Requirements Procedure	This procedure is likely to have no impact on the majority of protected characteristics and additional considerations, in relation to any aspect of the three duties. However, there is a potential positive impact in relation to disability in ensuring appropriate PPE is used, which implies reasonable adjustments where the general PPE adopted does not sufficiently protect a person due to a disability.
Assessment Procedure	Impacts are neutral across the majority of protected characteristics for this procedure. Adjustments are built in to the procedure to ensure that issues relating to transgender and disability are accommodated, suggesting positive impacts for these groups.
Asset Management Procedure	Impacts are neutral for most protected characteristics for this policy, but positive for carers, transgender, gender and disability. The policy allows for adjustments to ensure inclusion for these groups.
Class Formation and Closure Procedure	Impacts are positive across the protected characteristics in that unplanned disruption to education is detrimental, and this procedure helps to avoid this.
Complaints Handling Procedure	This procedure is expected to have a positive effect for people from minority groups across all protected characteristics and additional considerations groups.
Contingency and Disaster Management Procedure	This procedure is likely to have no impact on the majority of protected characteristics and additional considerations, in relation to any aspect of the three duties. However, there is a potential positive impact in relation to disability in tailoring actions such as evacuation to ensure safety applies to all staff and students, regardless of mental or physical health and ability issues.
Contractors' Guidance Health and Safety Procedure	Impacts are positive across the protected characteristics as reliable access to the building and equipment of the College assists in ensuring that students with particular needs have those needs met.

Document	Summary of results
Contactors' Safe Systems of Work Procedure	Impacts are positive across the protected characteristics as reliable access to the building and equipment of the College assists in ensuring that students with particular needs have those needs met.
Controlled Assessments and Examination Procedure	Impacts are neutral across the majority of protected characteristics for this procedure. Adjustments are built in to the procedure to ensure that issues relating to gender, pregnancy and maternity, transgender, religion and disability are accommodated, suggesting positive impacts for these groups.
Core Skills Procedure	Impacts are neutral across the majority of protected characteristics, however there are particular positives identified related to disability and to race (in terms of language).
COVID 19 Staff Reporting Procedure	This procedure is likely to have a positive impact for men, older people, pregnant women, people with disabilities and people of BAME ethnicity.
COVID 19 Student Reporting Procedure	This procedure is likely to have a positive impact for men, older people, pregnant women, people with disabilities and people of BAME ethnicity.
Creating and Validating Non Recognised Units Awards Procedure	The procedure should have a positive impact across all protected characteristics and additional considerations, as it enables the College to design units and awards tailored to the needs of the local economy and community, with safeguards to ensure a low risk of indirect discrimination or unconscious bias.
Credit Card Procedure	This procedure should have a positive impact across all protected characteristics and additional consideration groups, due to the very clear instructions on financial activity. Individuals have clarity and confidence on all activities relating to finance and the College.
Data Breach Procedure	Impacts are positive for all protected characteristics for this procedure. The release of personal equalities profile data can have disproportionately detrimental effects, so this procedure's ability to prevent and mitigate the results of such an incident is very important.

Document	Summary of results
Data Protection Procedure	Impacts are neutral across the majority of protected characteristics for this procedure. Adjustments are built in to the procedure to ensure that issues relating to transgender and disability are accommodated, suggesting positive impacts for these groups.
Disputes Procedure	Impacts are likely to be positive across all protected characteristics and additional considerations and across all three aspects of the duty. The ability to challenge decisions made at national or local level is an important safety valve in the process of changing our way of working. This should help us in preventing unintended discrimination, ensuring equality of opportunity and promoting good relations.
Document Control Procedure	Impacts are positive across all protected characteristics and additional considerations, as EIA of all quality controlled documents is clearly mapped which should result in better policy development relating to all the groups concerned.
Driving for Work Procedure	Impacts are neutral across the majority of protected characteristics, but there are positive impacts for disability (relating to adapted vehicle use) and gender (related to emergency procedure if breakdown occurs at night/in dangerous or isolated location).
External Verification Procedure	Impacts are neutral for all protected characteristics for this procedure.
Fire Evacuation Procedures	These procedures should have positive impacts for disability, pregnancy and all of the additional considerations groups. All other impacts are neutral.
Grievance Procedure	This procedure is expected to have a positive effect for people from minority groups across all protected characteristics and additional considerations groups. It should help to root out discrimination and harassment through a transparent process.
Harassment and Hate Crime Reporting Procedure	The impact across all items is positive, as reducing harassment is a key element of the PSED duty and this is a core aim of the procedure. It will reduce discrimination and victimisation. This will in turn improve equality of opportunity as all students and staff have the freedom to flourish, relationships will be strengthened, and this will promote good relations.

Document	Summary of results
Induction Procedure	Effective induction is designed to have a positive effect in relation to all protected characteristics and additional considerations. Continued access to information and support tailored to the individual will ensure that anyone who is disadvantaged due to their profile receives the help they need to achieve and enjoy their College experience.
Internal Verification Procedure (SQA)	Impacts are neutral across all protected characteristics and additional considerations. Checks and balances are in place throughout the procedure to ensure that unconscious bias, direct or indirect discrimination based on protected characteristics cannot occur and that equality of opportunity is achieved. Confidence that this system is fair and equitable promotes good relations. EIA of the SQA framework used to construct this procedure is undertaken by the SQA as the body in authority.
Malpractice and Maladministration of Assessment Procedure	Impacts are neutral across the majority of protected characteristics for this procedure. Adjustments are built in to the procedure to ensure that issues relating to age and disability are accommodated, suggesting positive impacts for these groups.
Marketing Support Requests Procedure	Impacts are positive across the full range of protected characteristics and human rights issues for this procedure, as the core strategic aim is to encourage participation in lifelong learning through widening access and promoting and enabling inclusion and equality of opportunity.
Petty Cash Procedure	This procedure should have a positive impact across all protected characteristics and additional consideration groups, due to the very clear instructions on financial activity. Individuals have clarity and confidence on all activities relating to finance and the College.
Prescription Safety Spectacles Procedure	This procedure has a positive effect for disability, where the disability involves visual impairment. There are neutral effects across the other protected characteristics.
Recognition of Prior Learning Procedure	Impacts are positive across the protected characteristics in that continuous study or re-entering study is encouraged by this policy, and people from minority groups can be more likely to face disruption which in turn disrupts their plans to study.
Risk Assessment Procedure	This procedure is likely to have no impact on the majority of protected characteristics and additional considerations, in relation to any aspect of the three duties. However, there is a potential positive impact in relation to disability in tailoring assessments to ensure safety applies to all staff and students, regardless of mental or physical health and ability issues.

Document	Summary of results
Safeguarding children, young people and adults at risk procedure	Impacts are neutral across the majority of protected characteristics, however there are with particular positives identified in relation to disability, race, religion, gender, gender based violence and age.
Sickness Absence management Procedure	Impacts are positive across the majority of protected characteristics, particularly relating to disability and gender reassignment.
Student Counselling procedure	This procedure is positive in relation to all protected characteristics and additional considerations. Provision of confidentiality upholds the human right to privacy and family life, while the core provision of the service should ensure promotion of good relations and fight the effects of discrimination, harassment and victimisation. The resultant confidence and good mental health acquired by clients should, in turn, ensure they can contribute to society and achieve equality of opportunity.
Student Disciplinary Procedure	Impacts are positive across the majority of protected characteristics and additional considerations, however there are particular positives identified related to disability.
Student Funding Appeals Procedure	Impacts are positive across all protected characteristics through fair application of the principles of the procedure and in particular through the recognition at point 3.17 that all decisions must comply with the Equality Act 2010.
Student Funding Applications Procedure	Impacts are positive across all protected characteristics through fair application of the principles of the procedure.
Students with Additional Needs Procedure	Impacts are neutral across the majority of protected characteristics, however there are with particular positives identified related to disability.
Subject Access Request Procedure	Impacts are neutral for all protected characteristics for this procedure. The ability to request the information in different formats should ensure that disabled people and those who do not have English as their first language are not disadvantaged.
Testing Portable Appliances Procedure	Impacts are neutral across all of the protected characteristics for this procedure, with the exception that there are positive impacts related to disability.

Document	Summary of results
Training Agreement Procedure	<p>The procedure aims to ensure that employees gain access to training and qualifications of value to their role in College which incur significant cost (in excess of £500). The ability to secure such training while maintaining a stable budget and workforce is a positive impact across all protected characteristics and additional considerations. Provisions within section 4.8 of the procedure provide extensive flexibility in application of the procedure which counter the possibility of negative impact in terms of prevention of discrimination, ensuring equality of opportunity and promoting good relations. The requirement for the agreement to be signed by both employee and line manager ensures that personal issues are discussed in detail before any commitment on either side is made.</p>
Violence At Work Procedure	<p>This procedure has positive impacts across all nine protected characteristics, in that it deals effectively with possible manifestations of harassment or hate crime.</p>

Other Key Documents

Document	Summary of results
Corporate Parenting Action Plan 2018	Impacts are positive across the full range of protected characteristics and human rights issues for this high level action plan. Care will be taken to impact assess supporting policies and procedures to ensure that any barriers to student or staff progression based on the fact that they are or have been in care are addressed as far as possible.
Data Protection Guidance – Police Enquiries	Impacts are positive across the majority of protected characteristics for this procedure. The swift conclusion of Police enquiries is beneficial to everyone, and in particular will assist in protecting people from minority groups right across the protected characteristics from harassment and hate crime.
Digital Skills Strategy 2018-23	This strategy is likely to be positive for all protected characteristics and additional considerations as one of the key barriers to inclusion in our region for underrepresented groups is transport and isolation. Care will be taken as the strategy is rolled out to ensure that accessibility of content (potentially people with hearing or vision impairment) and support for groups who feel less comfortable with digital platforms (potentially older people) is taken into account.
Equality and Diversity Framework	The framework is inherently positive for all protected characteristics in that it is structured to match the requirements of the Equality Act 2010, the General Equality Duty and Specific Duties (Scotland) on public sector agencies. Groups under the additional considerations should benefit from the tolerant culture it is designed to encourage, and carers and mental health should indirectly benefit due to their connection with gender and disability considerations.
Guidelines for Assessing and Resulting – Covid 19 Exceptions 2019 20	The guidance provides a positive impact for people across all protected characteristics and additional considerations in that it allows people recognise achievement through a range of different evidence routes, with checks and balances in place to minimise the risk of indirect discrimination or unconscious bias.

Document	Summary of results
Local Joint Negotiating Committee and Local Recognition Procedures Agreement	<p>For all protected characteristics, the aim to positively promote and uphold standards of fairness, equality and diversity should have a positive impact in terms of eliminating discrimination and harassment. This, in turn, should ensure better equality of opportunity. There is also a specific aim to promote and develop good relations between College Management and Trade Unions, which should provide an opportunity for people who have protected characteristic profiles not represented at Management level (for our College, this includes disability, sexuality and gender identity) to have their voice heard.</p> <p>For all additional considerations, the aim to positively promote and uphold standards of fairness should have a positive impact in terms of eliminating discrimination and harassment. This, in turn, should ensure better equality of opportunity. There is also a specific aim to promote and develop good relations between College Management and Trade Unions, which should provide an opportunity for people from all backgrounds and incomes to contribute to terms and conditions discussions and decisions.</p>
Managing the Menopause Guidance	Impacts are positive relating to age, gender, gender reassignment and disability, and for mental health and carers as all of these groups are directly impacted by the menopause. All other impacts are likely to be neutral.
Online Induction for Students 2020 and 2021	The only equality concerns arising from the Online Induction concern the requirement for all students to access their classes online due to the COVID crisis, a decision which is not part of the online induction document but belongs in part to the EIA of the Risk Assessment of the Return to Campus. There appears to be appropriate accessibility. The fact that students can work through it at their own pace is likely to be a positive impact for the majority of protected characteristics and additional considerations as described below, in terms of eliminating discrimination and harassment, ensuring equality of opportunity and promoting good relations.
Positive Mental Health and General Wellbeing Plan	This plan should result in positive impacts across all protected characteristics and additional considerations, as all groups identified are at greater risk of facing challenges to their mental health, in part due to potential isolation arising from their identity or circumstances. However, it should have the most direct and positive impact on disability (which includes diagnosed mental health conditions) and mental health.

Document	Summary of results
Procurement Strategy	Impacts are positive across the majority of protected characteristics for this policy. The requirement to adhere to legislation assures that suppliers adhere to equality law, as set out by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012
Risk Assessment on the Return to College COVID 19	While there are several protected characteristics and additional considerations (age, gender, disability, BAME ethnicities) which have demonstrated a disproportionately higher life or mental health risk due to COVID 19, this risk assessment takes account of these. By focusing on a safe campus which minimises the opportunities for transmission, and by maintaining flexibility for physical attendance at College within the higher risk groups, this risk assessment should ensure positive outcomes across all protected characteristics and additional considerations.
SOSEP Hubs	Plans have been examined to check that there are no issues with design, but a workaround will be arranged once the construction is complete to ensure accessibility works in practice. There are positive impacts for all protected characteristics except marriage/civil partnership, pregnancy/maternity, race and sexual orientation, which are neutral.